

IN THE UNITED STATES DISTRICT COURT  
FOR THE MIDDLE DISTRICT OF ALABAMA  
NORTHERN DIVISION

XAVIER JOHNSON,

Plaintiff,

vs.

BIG 10 TIRES,

Defendant.

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\*  
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CASE NO.: 2:05cv704-M

AFFIDAVIT OF J. MICHAEL BURGESS

STATE OF ALABAMA )

COUNTY OF MOBILE )

Before me, the undersigned Notary Public, in and for said county and state, personally appeared before me J. Michael Burgess, who is known to me, and after by me being first duly sworn, and under oath did depose and say as follows:

1. My name is J. Michael Burgess, and I am currently employed with Big 10 Tire Stores, Inc. and have been since June 10, 1983. I presently serve as Secretary/Treasurer and have been employed in that position since 1994. Among my duties are overseeing the personnel function of Big 10. I am very familiar with the operation of the Big 10 retail stores and the job duties and the responsibilities of the employees. This affidavit is based on my personal knowledge or on company business records kept in the ordinary course of business. Personnel records are within my general area of responsibility.

2. Big 10 retail stores sell, install, and service tires to the general public. Most Big 10 stores also do mechanical work such as brakes, shocks, wheel alignment, and suspension and steering work.

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3. Big 10 stores are organized into districts or areas. All of the stores in the Montgomery, Alabama area are in the same district and report to the same district manager.

4. The stores in the Montgomery, Alabama district are as follows:

<u>Location</u>	<u>Number</u>
Atlanta Highway	No. 26
Madison Avenue	No. 23
Zelda Road	No. 82
Prattville	No. 81
Wetumpka	No. 87

5. All stores are under the supervision of a store manger, and each store also employs mechanics and tire technicians (a/k/a tire techs or tire changers). Tire techs change and install tires; their job involves lower skill levels. The mechanics do brake work, shocks, alignment, and other suspension and steering work; their work requires a higher skill level than tire tech. The mechanic position and the tire changer position are not interchangeable since they involve distinctly different duties and distinctly different skill levels.

6. Depending on the retail sales volume of the store, some stores also employ an assistant manger and some a service manager. The assistant manager does work similar to the manager, and fills in for the manager when the manager is not there. The manager, the assistant manger, and service manager, all interact with customers, i.e. meeting them and writing up orders. In addition, where there is a separate service manager, it is the responsibility of the service manager to schedule the work based on the orders. The service manager schedules work for all orders, those taken directly by him as well those taken by the store manager or an assistant store manager. The service manager may also interact with the customer to diagnose problems and may test drive the customer vehicle to determine problems. Once the order is taken, the service manager orders parts and, as indicated, schedules the work. The service manager

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interacts with both the mechanics and the tire changers, and gives them advice as needed.

Accordingly, the service manager must have a working knowledge of the duties of both the tire techs and the mechanics and must have more mechanical knowledge than a tire tech. A copy of the Big 10 job description for Service Manager is attached as Exhibit A.

7. In stores that have no service manager, the functions of the service manager are typically performed by the assistant manager. In stores that have no assistant manager, the manger does this work.

8. At a store the size of No. 26 (Atlanta Highway) there would typically be a store manager, an assistant manager, a service manager, three or four mechanics, and four or five tire techs.

9. Xavier Johnson was hired as a tire technician on April 22, 2003 at the Atlanta Highway Store (No. 26) working for Store Manger, Billy Lyman. See Exhibit B, a true and correct copy of a Big 10 personnel form from the personnel file of Xavier Johnson maintained by Big 10 in the ordinary course of business. The Montgomery District Manager at that time was Chuck Fuqua.

10. Company records show that on March 15, 2004, Terry Troutman replaced Chuck Fuqua as Montgomery District Manager. Effective April 1, 2004 Xavier Johnson was changed to part-time, see Exhibit C, and on April 15, 2004, Xavier Johnson was transferred from the Atlanta Highway Store (No. 26) to the Madison Avenue Store (No. 23). See Exhibit D. Exhibits C and D are true and correct copies of a Big 10 personnel forms from the personnel file of Xavier Johnson maintained by Big 10 in the ordinary course of business.

11. Big 10 limits benefits to full-time employees (defined as those working at least 35

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hours per week). Full-time employees are given preference in scheduling. Part-time employees are used only to fill in schedules or for absences.

12. Big 10 is a retail business selling to the public. Big 10 is open Monday through Saturday, from 7:00 a.m. to 6:00 or 7:00 p.m. Saturday is Big 10's busiest work day. Mondays and Fridays are the next busiest days. In stores with a manager and assistant manager, one or the other is normally scheduled every Monday, Friday, or Saturday. Full-time employees normally work Saturdays (unless ill, on vacation, etc.). All full-time employees are scheduled for five days per week, with one day off. Because of the volume of business on Monday, Friday, and Saturday, full-time employees are normally scheduled for their off day on either Tuesday, Wednesday, or Thursday.

13. Big 10 management was not aware of any alleged racial language by Store Manager Lyman, or anyone else, until it received the EEOC charge filed by Xavier Johnson. Xavier Johnson's EEOC charge is dated May 12, 2004 and marked received by the EEOC on May 13, 2004. It was received by Big 10 Tires in Mobile on Monday, May 24, 2004.

14. On that date (Monday, May 24, 2004), Big 10 President Don Kennemer was in Atlanta on business. When I received the EEOC charge in Mobile, I called Mr. Kennemer that day. It was decided that Mr. Kennemer would stop by the Atlanta Highway store (No. 26) in Montgomery on the following day, Tuesday, May 25, 2004, on his way back to Mobile, to conduct a preliminary investigation. Mr. Kennemer did so. See Exhibit E, which is a true and correct copy of the memorandum that I prepared as a result of the Big 10 investigation of the allegations by Xavier Johnson.

15. On Friday, May 28, 2004, I went to Montgomery to conduct a number of

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interviews. See Exhibit E. As a result of my investigation, I met with Store Manger Lyman and told him that he was to be terminated. Mr. Lyman asked to resign in lieu of termination, and his resignation was accepted. See Exhibit F.

16. Attached are Exhibits G, and H and Exhibits I and J are true and correct copies of documents from the personnel files of John Starling and Michael Cole, respectively, maintained by Big 10 in the normal course of business. John Starling had no disciplinary write-ups as of the time of his raise to \$7.50 per hour on February 19, 2004

17. Accordingly, service managers are required to be familiar with the work of both tire techs and mechanics. Among other things, one year of automotive experience is preferred. Big 10 does not actually require service managers to have mechanic's tools. See Exhibit A. That requirement could be better worded, but what it is referring to is the requirement that service managers be familiar with the work of the mechanics. Because the service managers schedule mechanical work, advise mechanics, oversee the work of mechanics, diagnose problems, test drive customer vehicles, and order necessary parts (which are ordered from outside suppliers), a person is not qualified for a service manager position without some knowledge of and background in mechanical work.

18. Attached as Exhibit K is a true and correct copy of the document from the personnel file of Kevin Cox indicating that he was first hired by Big 10 as an assistant manager at \$9.00 per hour on April 3, 2003. Attached as Exhibit L is a true and correct copy of the resume from the personnel file of Mr. Cox showing prior experience with two automotive companies. He was terminated, eligible for rehire, on October 29, 2003. Exhibit M. Cox was rehired as assistant manager at Store No. 26 (Atlanta Highway) on October 25, 2004 at \$8.00 per hour. Exhibit N.

19. Big 10 maintains personnel files on each of its employees in the ordinary course

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of business. Big 10 also maintains pay roll and time records in the normal course of business.

20. Mr. Johnson complains that he was hired as a tire tech (with no automotive experience) at \$6.50 per hour while some white employees were hired as tire techs at \$7.00 per hour. Attached is Exhibit O is a list of all persons hired as tire techs (Dept. # 11) in the Montgomery district from April 1, 2003 [Xavier Johnson was hired April 22, 2003] to the end of 2004. Exhibit O is a printout from the company's time and payroll records maintained in the ordinary course of business in the corporate office in Mobile, Alabama.

21. Exhibit O shows five white employees hired as tire techs at \$6.50 per hour, everyone of whom was hired after Mr. Johnson was hired. Exhibit O also shows fourteen black employees, plus two Hispanics, hired as tire techs at \$7.00 per hour *or more*. Of the fourteen blacks, two were hired at \$7.25, five at \$7.50, and one at \$8.25.

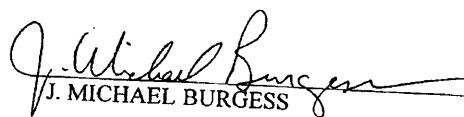
22. Big 10 Tire stores open early, at 7:00 a.m., because many customers like to bring their cars in early before work.

23. Attached as Exhibit P is a printout of Xavier Johnson's actual clock times from his date of hire through April 1, 2004 (when he was changed to part-time). Exhibit P is a printout from the company's time and payroll records maintained in the ordinary course of business in the corporate office in Mobile, Alabama. I have highlighted every occasion on which Xavier Johnson clocked in after the 7:00 a.m. starting time (not counting his first day).

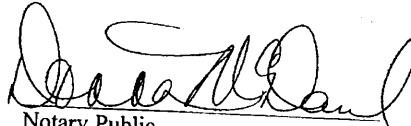
24. Attached as Exhibits Q, R, and S are true and correct copies of documents from the personnel file of Xavier Johnson maintained by Big 10 in the normal course of business.

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Further affiant saith not.

  
J. MICHAEL BURGESS

Sworn to and subscribed before me on this 23<sup>rd</sup> day of June, 2006.

  
Notary Public  
My Commission Expires 11/01/08

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# 11

# 11

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**BIG 10 TIRE STORES, INC**  
**JOB DESCRIPTION**

**POSITION TITLE:** SERVICE MANAGER

**DEPT:** 15

**REPORTS TO:** STORE MANAGER

**JOB SUMMARY:**

Supervises tire changers; inspects vehicles for repairs needed; maintenance and efficient running of shop area.

**MINIMUM REQUIREMENTS:**

- Valid driver's license
- Must have own tools
- 1 year of automotive experience

**JOB DUTIES:**

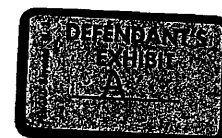
1. \*Supervise tire changers.
2. \*Inspect vehicles for repairs needed.
3. \*Maintenance and efficient running of shop area.

**\*ESSENTIAL FUNCTIONS**

**Physical Requirements**

Sitting	0%
Standing	100%
Walking	85%
Stooping	25%
Driving	10%
Reaching	50%
Lifting	50%

Lifting	50%	20-30 pounds
	50%	30-40 pounds
	50%	over 40 pounds





FROM : BIG 10 TIRES MONTGOMERY, AL

FAX NO. : 334 271 1838

Apr. 21 2003 10:42AM P2/6

## EMPLOYEE MASTER MAINTENANCE

STORE NO. 216

NAME XAVIER JOHNSON

SOCIAL SECURITY NO. 417-04-8894 DEPT. 11

ADDRESS 227 CANNA DR

CITY Monty STATE AL ZIP 36105

PHONE NO. (334) 281-6361 DATE OF BIRTH 4-21-77

DATE OF HIRE 4-22-03 TERMINATION DATE \_\_\_\_\_

RATE OF PAY 6.50 UNIFORM DEDUCTION AMT. \$ \_\_\_\_\_

MARITAL STATUS Single

FEDERAL EXEMPTIONS 5-8

STATE EXEMPTIONS 5-8

## DEPARTMENTS:

11-TIRE CHANGER

13-ASE CERTIFIED MECHANIC

14-NON-CERTIFIED MECHANIC

16-ASSISTANT MANAGER

18-STORE MANAGER

15-SERVICE MANAGER

## PAY TYPE:

FULL TIME/PART TIME

H-HOURLYFull Time

S-SALARY

Full Time

## FOR OFFICE USE ONLY

DRUG TEST 4/21/03

OPTIMUM SOL 4/22

MADDENCO ✓

MVR REQUEST None

Needs to be done, reform

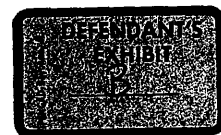
APPROVAL  
M.B.

YES NO

D.K.

AUTHORIZED SIGNATURE—MANAGER

UPDATED 7/12/02

BIGTEN10046  
Johnson v BigTen

FROM : BIG 10 TIRES MONTGOMERY, AL

FAX NO. : 334 271 1838

Mar. 29 2004 11:24AM P1/1

BIG 10 TIRE STORES, INC.

**PERSONNEL STATUS CHANGE**

STORE # 026

EMPLOYEE Xavier Johnson EMPLOYEE # 9660

EFFECTIVE DATE OF CHANGE 03/01/04

CHANGE FROM Full time Tire-Tech

CHANGE TO Part-time Tire-Tech

REASON FOR CHANGE Full time to Part time

03/29/04  
DATE

[Signature]  
AUTHORIZED SIGNATURE MANAGER

03/29/04  
DATE

[Signature]  
APPROVED BY

03/29/04  
DATE

HOME OFFICE APPROVAL



WNC  
3/30/04

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FROM : BIG 10 TIRES MONTGOMERY, AL

FAX NO. : 334 271 1838

Apr. 22 2004 09:05AM P1/1

BIG 10 TIRE STORES, INC.

PERSONNEL STATUS CHANGE

STORE # 26

EMPLOYEE XAVIER JOHNSON

EMPLOYEE # 9660

EFFECTIVE DATE OF CHANGE 4/15/04

CHANGE FROM Store 26

CHANGE TO Store 23

REASON FOR CHANGE

2nd Time Term Used AT 23

4/22/04  
DATE

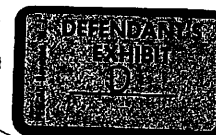
[Signature]  
AUTHORIZED SIGNATURE MANAGER

4/22/04  
DATE

[Signature]  
APPROVED BY

DATE

[Signature]  
HOME OFFICE APPROVAL



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MEMO TO: Xavier Johnson EEOC Charge File  
EEOC Charge No: 130-2004-02856

FROM: Mike Burgess, Vice President of Operations

DATE: May 28, 2004

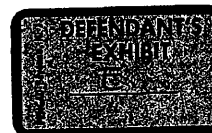
The following is a summary of my investigation of the EEOC charge on Xavier Johnson, tire changer in Montgomery, Alabama.

Big 10 received a copy of the charge on Monday, May 24, 2004. I immediately called our district manager in Montgomery (Terry Troutman) to discuss the charges. I talked to the store manager (Billy Lynam) who denied that he made any racist comments. I discussed the charges with Don Kennemer, President of Big 10, who also phoned Mr. Lynam and was also told that he didn't make those comments. On Tuesday, May 25<sup>th</sup>, 2004, Mr. Kennemer was traveling to Atlanta, Georgia, so en route Don stopped in Montgomery to further discuss the charges with Mr. Troutman and Mr. Lynam. Again, Mr. Lynam denied all the allegations to Mr. Kennemer. Don told both of them not to make any comments about the charges to anyone, that we had turned over the case to our attorneys to investigate. On Tuesday night, Mr. Lynam discusses the charges with one of his employees (Mr. Michael Cole). Mr. Cole had signed an affidavit to Mr. Lynam's statements. Mr. Lynam told Mr. Cole that he better change his story about what he had said if it went to court. Mr. Cole is related to Mr. Lynam (cousins I am told). Mr. Lynam told Mr. Cole that since they were family that they needed to stick together for each other. Mr. Cole felt threatened and intimidated by the conversation. Mr. Cole spoke to the other co-manager of that location, Mr. Don Day, on Wednesday, May 26<sup>th</sup>, 2004, about what he should do. Mr. Day referred him to Mr. Troutman, our district manager. Mr. Troutman then called me on Wednesday afternoon to tell me about the Lynam-Cole conversation. I in turned called your office to find you out of town, so I talked with Ms. Pat Ponder to see how we should handle that situation. As you know, we decided that I needed to travel to Montgomery and interview all the employees involved. I did so on Friday, May 28, 2004. The following is a brief summary of my interview with each employee. Terry Troutman, district manager was present during the interview process.

1. Michael Cole – white tire changer; employed since November 10, 2003; date of birth – 03/04/85; 19 years old.

Sometime around the end of March or the first of April, Billy told Michael Cole and John Starlington that "the store had gotten too dark and he need to lighten things up". Mr. Cole also said that Xavier had a problem getting to work on time. Mr. Cole did say that Billy would get upset when employees did not show up on time. Sometimes Billy would send them home or not let them work for a few days.

BIGTEN10012  
Johnson v BigTen



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2. **Buddy Lindsay** – white tire changer; employed since March 24, 2004; date of birth – 10/14/83; 20 years old.

Mr. Lindsay said he had no recollection of Billy and or anyone else making any racial comments. He did say that he had heard about the comment “the store had gotten too dark and he needed to lighten things up”.

3. **Amayas Bonner** – nickname Champ; black tire changer; employed since April 10, 2003; date of birth – 11/25/79; 24 years old.

Mr. Bonner said he had heard rumors about comments from Billy but never paid much attention to them. Mr. Bonner said there was always joking and carrying on going on in the shop area. He never took any of it seriously. Mr. Bonner said that both blacks and whites used the “N” word in a joking manner.

4. **Don Day** – co-manager with Billy Lynam; primary duty is tire salesman; employed since July 22, 2002; date of birth – 04/30/53; 51 years old.

Mr. Day said that Mr. Lynam told him 7-8 weeks ago that he was going to eliminate all the blacks in the store. He also confirmed that he had heard about the other comments as well.

5. **John Starlington** – white tire changer; employed since July 15, 2003; date of birth – 03/04/79; 25 years old.

Mr. Starlington was the other employee who signed an affidavit as to Billy’s comments. Confirmed what Mr. Cole said.

6. **Joe Brown** – white mechanic; employed since January 4, 2001; date of birth – 08/17/58; 45 years old.

Mr. Brown said he had not heard any comments directly from anyone, but had heard rumors about the need to “lighten things up”. He said that he thought that all the employees in the shop area, both black and white, were treated equally.

7. **Anitra Lee** – black clerical helper who works for Terry Troutman; employed since February 28, 2002; date of birth – 05/14/76; 28 years old.

Anitra is in and out of the stores all the time. She picks up paperwork, makes deposits, etc. She has a lot of conversation with all the store managers in Montgomery. She said that Michael Cole had told her about Billy’s comments. She has not heard any comments herself. She said that Billy would get stressed on a regular basis and takes it out on his employees. She felt that most of the employees didn’t respect Billy Lynam. Anitra said a former employee (Corey Marshall-see description below) had called her to inquire about what was going on between Billy Lynam and Xavier Johnson. She said that she didn’t know anything.

8. **Corey Marshall** – black tire changer; employed from 03/10/98 to 05/22/98 and from 03/12/01 to 10/02/03; date of birth – 05/15/76; 28 years old.

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9. **Brian Stout** – white mechanic; employed since October 9, 2000; date of birth – 08/09/74; 29 years old.

Brian said he had not heard any comments directly, but had heard the same rumors as the others about "lighten up the store". Brian did say that it was common for both blacks and whites to use the "N" word, including himself, in a joking manner. He also mentioned former employee Corey Marshall and that Corey and Billy Lynam did not get along.

10. **Anthony King** – white mechanic; employed since May 3, 2004; date of birth – 08/10/77; 26 years old.

Mr. King said he had no knowledge of any comments either directly or through rumors.

11. **Scott Hatter** – white assistant manager; employed since May 20, 2004; date of birth – 08/10/77; 26 years old.

Had no knowledge of any comments.

After interviewing all employees, we then talked to Billy Lynam.

**Billy Lynam** – white store manager; employed from 08/8/94 to 06/28/00 and from 1/11/01 to 05/28/04; date of birth – 04/21/69; 35 years old.

Billy was still denying that he made any of those comments. I asked him why would two of his employees, Mr. Cole and Mr. Starlington, sign an affidavit if it wasn't true. He said he didn't know. I also asked him why he pulled Michael Cole aside on Tuesday to discuss this issue when Don Kennemer was specific about not discussing the case with anyone. His comment was that he wanted to know what he was going to say if it went to court. I asked him if he intimidated and/or threatened Mr. Cole, which he denied, although Mr. Cole said that he felt intimidated. When I asked Billy about his conversation with Michael Cole, he was really surprised that I knew about it. I told Billy that it didn't look good! Period! I then told Billy that Big 10 was going to terminate his employment. When these allegations first came up on Monday Billy offered to resign, so I gave him the opportunity to resign and he accepted. Copy attached.

J. Michael Burgess  
Vice President of Operations

Attachment

JUN-03-2004 THU 04:51 PM BIG 10 EXECUTIVE OFFICES

FHA NO. 3340003110

P. 02

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FHA NO. 3340003110

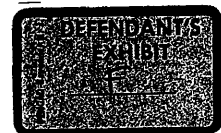
Document 17-3

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I, William J. Lynum Do Resign From  
 the Manager position a Big 10 Times #26.  
 This position is being resigned from for  
 personal reasons. I thank you for the opportunity  
 to work for this company + Given the opportunity  
 I would entertain any offer. Thanks again.

William J. Lynum

BIGTEN10015  
 Johnson v BigTen



## EMPLOYEE MASTER MAINTENANCE

STORE NO. 26NAME Mr. SterlingSOCIAL SECURITY NO. 420-06-0239 DEPT. \_\_\_\_\_ADDRESS 1101 Hwy 80 WCITY Shorte STATE AL ZIP 36025PHONE NO. (334) 727-5821 DATE OF BIRTH 5-4-79DATE OF HIRE 7-15-03 TERMINATION DATE \_\_\_\_\_RATE OF PAY 7.00 UNIFORM DEDUCTION AMT. \$ \_\_\_\_\_MARITAL STATUS SingleFEDERAL EXEMPTIONS 0STATE EXEMPTIONS 0

## DEPARTMENTS:

11-TIRE CHANGER

13-ASE CERTIFIED MECHANIC

14-NON-CERTIFIED MECHANIC

16-ASSISTANT MANAGER

18-STORE MANAGER

15-SERVICE MANAGER

## PAY TYPE:

## FULL TIME/PART TIME:

H-HOURLYF-FULL TIME

S-SALARY

P-PART TIME

## FOR OFFICE USE ONLY

DRUG TEST 7/16/03OPTIMUM SOL 7/16MADDENCO ✓MVR REQUEST B.S.D.-ALAPPROVAL  
M.B.YES X

NO \_\_\_\_\_

D.K. \_\_\_\_\_

AUTHORIZED SIGNATURE—MANAGER [Signature]

UPDATED 7/12/02

BIGTEN01419  
Johnson v BigTen



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BIG 10 TIRE STORES, INC.

**PERSONNEL STATUS CHANGE**

STORE # 26

EMPLOYEE John Starling EMPLOYEE # 9845

EFFECTIVE DATE OF CHANGE ASAP 2-19-04

CHANGE FROM 7.00 hr

CHANGE TO 7.50 hr

REASON FOR CHANGE Employee has shown success  
in every Aspect of work area. He Has  
shown Leadership skills + a great work  
ethic.

2-9-04  
DATE

2/20/04  
DATE

DATE

William J. Lynn  
AUTHORIZED SIGNATURE MANAGER

CR  
APPROVED BY

AK  
HOME OFFICE APPROVAL

2-25-04



ENTERED FEB 27 2004

## EMPLOYEE MASTER MAINTENANCE

STORE NO. 26

NAME Michael W. Cole Jr

SOCIAL SECURITY NO. 420-31-5469 DEPT. 11

ADDRESS 2510 Beaver Creek Rd

CITY Plattville STATE AL ZIP 36067

PHONE NO. (334) 368-3075 DATE OF BIRTH 03/04/85

DATE OF HIRE 11-10-03 TERMINATION DATE \_\_\_\_\_

RATE OF PAY 7.00 UNIFORM DEDUCTION AMT. \$ \_\_\_\_\_

MARITAL STATUS Single

FEDERAL EXEMPTIONS \_\_\_\_\_

STATE EXEMPTIONS \_\_\_\_\_

## DEPARTMENTS:

11-TIRE CHANGER

13-ASE CERTIFIED MECHANIC

14-NON-CERTIFIED MECHANIC

16-ASSISTANT MANAGER

18-STORE MANAGER

15-SERVICE MANAGER

## PAY TYPE:

H-HOURLY

S-SALARY

## FULL TIME/PART TIME:

F-FULL TIME

P-PART TIME

## FOR OFFICE USE ONLY

DRUG TEST 11/4/03OPTIMUM SOL 11-10-03MADDENCO ✓MVR REQUEST AL-8.50APPROVAL  
M.B.YES X NO 3

D.K.

THORIZED SIGNATURE—MANAGER 2BIGTEN00435  
Johnson v BigTen

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BIG 10 TIRE STORES, INC.

PERSONNEL STATUS CHANGE

STORE # 26

EMPLOYEE Mike Cole EMPLOYEE # 10032

EFFECTIVE DATE OF CHANGE 5-13-04

CHANGE FROM \$7.00 hr

CHANGE TO \$7.50 hr

REASON FOR CHANGE Employee has been a model  
employee since his hire date. He is also  
a candidate for a service or test mgr.  
soon.

5-4-04  
DATE

William J. Lynn  
AUTHORIZED SIGNATURE MANAGER

5/5/04  
DATE

[Signature]  
APPROVED BY

\_\_\_\_\_  
DATE

\_\_\_\_\_  
HOME OFFICE APPROVAL

OK  
5-2-04



ENTERED MAY 24 2004

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## EMPLOYEE MASTER MAINTENANCE

STORE NO. 26  
 NAME Kevin D. Cox  
 SOCIAL SECURITY NO. 420-96-0793 DEPT. \_\_\_\_\_  
 ADDRESS 1845 Country Rd 17 Lot 11  
 CITY Selma STATE AL ZIP 36701  
 PHONE NO. 334-418-1967 DATE OF BIRTH 2/26/75

DATE OF HIRE 4/3/03 TERMINATION DATE \_\_\_\_\_

RATE OF PAY 9.00 hr UNIFORM DEDUCTION AMT. \$ \_\_\_\_\_

MARITAL STATUS M

FEDERAL EXEMPTIONS m-3

STATE EXEMPTIONS H

DEPARTMENT: PAY TYPE: FULL TIME/PART TIME:

11-TIRE CHANGER ☒ HOURLY ☐ FULL TIME

13-ASE CERTIFIED MECHANIC S-SALARY P-PART TIME I-90

14-NON-CERTIFIED MECHANIC

☒ 16-ASSISTANT MANAGER

18-STORE MANAGER

15-SERVICE MANAGER

## FOR OFFICE USE ONLY

DRUG TEST 3/25/03

OPTIMUM SOL ✓ 413

MADDENCO ✓

MVR REQUEST 8.50-PL

APPROVAL  
M.B.

D.K.

YES NO

AUTHORIZED SIGNATURE—MANAGER

UPDATED 7/12/02



**Kevin D. Cox**  
1845 County Road 17 Lot 11  
Selma, AL 36701  
Home Phone 334-418-1967

**QUALIFICATIONS**

I have worked closely with the public for the past 8 years. I am an honest, hard working person who could contribute greatly to any company. I am looking for a full time steady position in a well established company.

**WORK HISTORY**

**Salesman, Steve Lane's Truck and Auto Sales** 2002- 2003

Auto sales, Pull credit reports, correspond with bank lenders and insurance companies regarding customer sales, Floor plan assessment, responsible for advertising, handling faxes, copies and answering phone

**Foreman, Asplundh** 1999- 2002

Lift truck foreman, responsible for equipment and safety of crew. Trim limbs away from power lines, cut under brush. Responsible for DOT reports and time sheets.

**Route Sales, Bama Budweiser** 1996- 1999

Serviced and stocked route stores. Built displays, DOT reports, Handled daily deposits.

**Sales, Discount Tire** 1995- 1996  
Counter salesman, Order parts, Answer phones

**REFERENCES**

Tommy Johnson, Owner Weaver Safety Service, 334-874-9423  
Steve Lane, Owner Steve Lane's Truck and Auto Sales, 334-875-8191  
Blake Friday, Ass. Service Manager Reliable Oldsmobile, 334-872-2337  
Mal Driggers, Vice Pres. Dealer Dept. Peoples Bank, 334-418-8247



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Document 17-3

Case 2:05-cv-00704-WKW-VPM

# TERMINATION REPORT

Last Name Cox First Kevin Middle Initial 81  
 Department Bill Termination Effective Date 10/30/03  
 Social Security Number \_\_\_\_\_ Employee number 9620

Mail Pay? ☐ Yes ☒ No

Type Separation (Check One)

- ☐ Resignation (attach letter of resignation)  
☐ Mutual Agreement

☐ Dismissal  
☒ Other quit

Reason for Separation:

- ☐ Absenteeism / Lateness  
☐ Reduction in Force  
☒ Other quit

- ☐ Changing Job  
☐ Incompetence

- ☐ Family  
☐ Health

Employee Evaluation (check appropriate boxes)

	Unsatisfactory	Fair	Satisfactory	Good	Excellent
Attendance			✓		
Cooperation				✓	
Initiative			✓		
Job Knowledge			✓		
Quality of Work					

Recommendation: ☐ Without Reservation ☒ With Some Reservation ☐ Would Not Recommend

Rehire? ☒ Yes ☐ No

Additional Comments:

Kevin could not control his temper.

Signed: CK

Date: 10/29/03

FOR OFFICE USE ONLY

Benefits Cancelled:

Life \_\_\_\_\_ Hospital \_\_\_\_\_

Other \_\_\_\_\_

Date \_\_\_\_\_



O/S \_\_\_\_\_

MADDENCO \_\_\_\_\_

NOV 03 2003

## EMPLOYEE MASTER MAINTENANCE

STORE NO. 26

NAME Kevin D Cox

SOCIAL SECURITY NO. 420-96-0793 DEPT. 2616

ADDRESS ~~5100 4th Hwy~~ 104 West Bonanza Ct

CITY ~~Montgomery~~ Prattville STATE AL ZIP 36107

PHONE NO. (334) 361 3180 DATE OF BIRTH 2/26/75

DATE OF HIRE 10/25/04 BEGINNING RATE OF PAY (ROP) \$8.00/hr

FUTURE RATE OF PAY (ROP) \_\_\_\_\_ EFFECTIVE DATE OF FUTURE ROP \_\_\_\_\_  
(IF, APPLICABLE)

MARITAL STATUS M

FEDERAL EXEMPTIONS 2

STATE EXEMPTIONS 2

**DEPARTMENTS:** 11-TIRE CHANGER 13-ASE CERTIFIED MECHANIC 14-NON-CERTIFIED MECHANIC 16-ASSISTANT MANAGER 18-STORE MANAGER 15-SERVICE MANAGER

**PAY TYPE:** H-HOURLY F-FULL TIME  
S-SALARY P-PART TIME

## FOR OFFICE USE ONLY

DRUG TEST \_\_\_\_\_

OPTIMUM SOL \_\_\_\_\_

MADDENCO \_\_\_\_\_

MVR REQUESTED \_\_\_\_\_

MVR CHARGE \_\_\_\_\_

## CORPORATE APPROVAL

YES NO

D.K. \_\_\_\_\_

M.B. \_\_\_\_\_

Tony Toulas  
AUTHORIZED SIGNATURE—MANAGER



Case 2:05-cv-00704-WKW-VPM Document 17-3 Filed 06/26/2006 Page 24 of 37  
 Big 10 Tire Stores, Inc.  
 Employee's Hired in Department 11 in Montgomery Market from 04/01/2003 - 12/31/2004

Employee Number	Employee Name	Employee Address 1	Employee Address 2	City	ST	Zip	Ethnic	Hire Date	Termination Date	Termination Reason	Rehire Date	Starting Rate	Store #	Dept. #
9617	CARTER BILLY J	933 PEBBLE BROOK DR		MONTGOMERY	AL	36110	Black	04-03-2003	04-15-2003	VOL-QUIT		\$ 6.50	028	11
9638	CARTER BILLY J	408 RIVERSIDE AVE		TALLASSEE	AL	36078	White	04-10-2003	04-24-2003	VOL-QUIT		\$ 7.00	087	11
9273	PERRY JEFFREY L	410A RYAN STREET		MONTGOMERY	AL	36107	Black	04-17-2003	04-24-2003	SEE TERM REPORT	04-17-2003	\$ 8.00	081	11
9660	JOHNSON XAVIER	227 CANNA DR		MONTGOMERY	AL	36105	Black	04-22-2003				\$ 6.50	28	11
9682	SCULLOCK RICHARD R	4426 NARROWLANE RD		MONTGOMERY	AL	36109	White	05-03-2003	05-10-2003	INSUBORDINATION		\$ 7.25	87	11
9692	WISE ZACHARY P	737 LEDYARD PL		MONTGOMERY	AL	36105	White	05-07-2003	06-19-2003	FAILED TO RETURN		\$ 7.25	026	11
9693	EDWARDS TRAVIS S	388 AZALEA DR		MONTGOMERY	AL	36066	White	05-13-2003	04-28-2004	RESIGNED		\$ 7.50	081	11
9703	BRAGG ARRON	602 WALKER ST		WETUMPKA	AL	36042	White	05-15-2003	05-31-2003	NO CALLING SHOW	05-12-2003	\$ 7.00	087	11
9713	COOPER CHRISTOPHER A	262 SUNDOWN RD		WETUMPKA	AL	36092	White	05-21-2003	07-05-2003	INSUBORDINATION		\$ 7.00	026	11
9558	ACKMAN JEFFREY A	305 BEACHWOOD DR		MONTGOMERY	AL	36124	Black	06-02-2003	06-16-2003	VOL-QUIT		\$ 6.50	026	11
9742	SPIVEY CHRISTOPHER E	P.O. BOX 241712		MONTGOMERY	AL	36116	Black	06-16-2003	06-20-2003	SEE TERM REPORT		\$ 7.25	026	11
9802	SAFFOLD AARON L	1647 CORAL LANE		MONTGOMERY	AL	36116	Black	06-20-2003	09-22-2003	VOL-QUIT		\$ 7.50	087	11
9781	PACKER TRACY D	3801 CARRIAGE PLACE		MONTGOMERY	AL	36420	Black	06-23-2003	03-26-2004	JOB ABANDONMENT		\$ 7.50	026	11
8458	JONES MICHAEL B	PO BOX 2013	APT C	ANDALUSIA	AL	36117	Black	06-26-2003	07-03-2003	WALKED OUT	05-23-2003	\$ 7.00	087	11
7166	BAXTER FELIX	4068 AMESBERRY DRIVE		TALLASSEE	AL	36078	White	07-15-2003	06-08-2004	INCARCERATION	05-26-2003	\$ 7.00	087	11
9834	RICKETTS JR TIMOTHY L	37 BRITT STREET		SHORTER	AL	36075	White	07-22-2003	06-08-2004	INCARCERATION	07-22-2003	\$ 7.50	087	11
9834	STARLING JOHN	1101 HWY 80 WEST		MONTGOMERY	AL	36084	Black	08-19-2003	10-03-2003	JOB ABANDONMENT		\$ 7.00	026	11
7195	FIELDS JARMINE	3737 ALEXANDER RD		DEATSVILLE	AL	36022	White	08-29-2003	10-03-2003	VOL-QUIT		\$ 7.00	026	11
9902	GRADY SCOTT A	1821 ALPINE DR		MONTGOMERY	AL	36108	Black	08-29-2003	10-03-2003	SEE TERM REPORT		\$ 7.50	087	11
9937	CANNON MEIKO D	2216 DAY ST		MONTGOMERY	AL	36110	White	09-04-2003	09-16-2003	FAILED TO RETURN		\$ 6.75	087	11
9938	TIDWELL JR BILLY	1708 HAROLD ST		MONTGOMERY	AL	36067	White	10-24-2003	10-31-2003	FAILED TO RETURN		\$ 7.00	87	11
10009	CHILDS WILLIAM A	116 DEBRA ST		PRATTVILLE	AL	36117	Hispanic	10-31-2003				\$ 7.00	026	11
10028	SANTIAGO LIONEL B	8819 MORNINGS PL		MILLBROOK	AL	36054	White	11-10-2003	02-13-2004	QUIT-WITHOUT NOTICE		\$ 7.00	087	11
10032	COLE JR MICHAEL W	424 GARDENIA RD		MONTGOMERY	AL	36110	White	11-17-2003	02-13-2004	JOINED MILITARY	11-28-2003	\$ 6.50	026	11
10036	PIKEY JAMES M	42 GARDIN ST		MONTGOMERY	AL	36054	Hispanic	11-28-2003	01-10-2004	VOL - NEW JOB		\$ 7.00	081	11
6313	ATKINS JARED T	626 BOXWOOD ROAD		MILLBROOK	AL	36054	Hispanic	01-12-2004	04-30-2004	VOL - NEW JOB	02-03-2004	\$ 7.00	081	11
10096	RUZ LUIS	2640 SHARRON LN		FRISCO CITY	AL	36460	Black	02-03-2004	02-05-2004	QUIT-WITHOUT NOTICE		\$ 7.00	081	11
6210	DUMAS ALBERT J	40 SNYDER RD		TROY	AL	36081	Black	02-05-2004	04-13-2004	ABSENTEEISM/LATENESS		\$ 7.00	087	11
10125	MANUEL ANTONIO M	10471 CO RD 7E ELIZABETH		MONTGOMERY	AL	36120	Black	02-05-2004	07-16-2004	VOL-QUIT		\$ 7.00	082	11
10126	TERRY CHRISTOPHER E	PO BOX 201224		TALLASSEE	AL	36078	White	02-19-2004	06-03-2004	WALKED OUT		\$ 7.00	082	11
10141	LEWIS DAVID W	311 HERD STREET		MONTGOMERY	AL	36108	White	03-09-2004	06-03-2004	VOL - NEW JOB		\$ 6.50	026	11
10175	LINDSEY BRADY M	3418 BLUE RIDGE CIRCLE		MONTGOMERY	AL	36078	White	03-24-2004	06-08-2004	NO CALLING SHOW	03-25-2004	\$ 6.00	026	11
9639	GRIFFITH SCOTTIE A	325 GEARY DR		TALLASSEE	AL	36052	Black	04-12-2004	04-12-2004	VOL-QUIT		\$ 7.00	026	11
10238	EDWARDS ANTON D	101 RIVERSIDE DR		MATHES	AL	36052	Black	04-24-2004	07-24-2004	DISMISSAL	04-24-2004	\$ 7.00	081	11
7611	JUSTICE WILLIAM T	369 ATHLETIC STREET		MONTGOMERY	AL	36107	White	05-11-2004	06-26-2004	ABSENTEEISM/LATENESS	05-11-2004	\$ 7.00	081	11
10288	ENOCHS STUART L	1668 RIGBY STREET		MONTGOMERY	AL	36107	White	05-17-2004	05-27-2004	SEE TERM REPORT		\$ 7.00	081	11
5610	MCMANUS WILLIE	2331 MCCARTER AVE		NOTASULGA	AL	36866	Black	05-18-2004	05-20-2004	VOL - NEW JOB	05-18-2004	\$ 7.00	082	11
10303	ANDERSON WILLIE	525 LURENE CIR		MONTGOMERY	AL	36117	Black	05-22-2004	05-25-2004	MUTUAL AGREEMENT		\$ 6.50	082	11
10316	WILLIAMS ANTHONY J	PO BOX 830452		TUSKEGEE	AL	36083	Black	05-29-2004	10-16-2004	INCOMPETENCE		\$ 6.50	026	11
10361	PAYNE BRANDON L	811 WEST CANYONS CT		MONTGOMERY	AL	36110	White	06-14-2004	11-01-2004	VOL-QUIT		\$ 6.50	026	11
10390	BARTLETT CARL J	5 JOHNSON AVENUE		MONTGOMERY	AL	36117	White	06-15-2004	06-18-2004	RESIGNED		\$ 7.00	081	11
10386	GREEN SR RONALD J	9852 WYNCHASE CIR		MONTGOMERY	AL	36105	White	06-22-2004	07-21-2004	VOL - NEW JOB	07-22-2004	\$ 7.50	081	11
6679	MOTES DANIEL	485 COUNTY RD 42 WEST		JEMISON	AL	36025	Black	07-22-2004	08-26-2004	ABSENTEEISM/LATENESS	07-22-2004	\$ 8.25	026	11
7563	BULLOCK SEAN	8 KYLE LANE		ELMORE	AL	36025	Black	07-22-2004	08-13-2004	NO CALLING SHOW		\$ 7.50	026	11
10463	CANNON ESKER	7430 HEATHERMOORE LOOP		MONTGOMERY	AL	36117	Black	07-30-2004	07-30-2004	CHANGING JOBS		\$ 7.50	026	11
10461	SILMAN MICHAEL D	500 EASTDALE RDS AT		MONTGOMERY	AL	36117	White	08-02-2004	07-25-2005	CHANGING JOBS		\$ 7.50	026	11
10485	ADAMS JERRY D	8941 OAK SIDE DR		MONTGOMERY	AL	36117	White	08-09-2004	08-11-2005	QUIT-WITHOUT NOTICE		\$ 8.00	082	11
10485	ADAMS JERRY D	459 DUREN RD		PRATTVILLE	AL	36067	White	08-09-2004	08-11-2005	QUIT-WITHOUT NOTICE		\$ 8.00	082	11

DEFENDANT'S  
EXHIBIT



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 Big 10 Tire Stores, Inc.

Employee's Hired in Department 11 in Montgomery Market from 04/01/2003 - 12/31/2004

Employee Number	Employee Name	Employee Address 1	Employee Address 2	City	ST	Zip Code	Ethnic	Hire Date	Termination Date	Termination Reason	Rehire Date	Starting Rate	Store #	Dept #
10490	YOUNG JUSTIN L	RR1 BOX 381		ROCKFORD	AL	35136		08-12-2004	08-14-2004	SEE TERM REPORT		\$ 7.50	087	11
10531	RAYBON CHRISTOPHER	5680 HICKORY DR		MILLBROOK	AL	36054		08-27-2004	11-05-2004	VOL - NEW JOB	09-01-2004	\$ 7.50	081	11
8202	REEVES ANTHONY O	226 ZEIGLERS PLACE		ELMORE	AL	36025	Black	09-01-2004	10-18-2004	VOL - NEW JOB	10-18-2004	\$ 7.25	82	11
9211	SMITH FREDRICK B	530 BROOKVIEW DR		MONTGOMERY	AL	36110	Black	10-18-2004	04-29-2005	VOL - NEW JOB		\$ 7.00	026	11
10638	NOBLES DANIEL R	2075 LIGHTWOOD RD		DEATSVILLE	AL	36022	White	11-11-2004	01-03-2005	WALKED OUT		\$ 7.00	081	11
10639	ALFORD MATTHEW R	397 SPRING HOLLOW DR		DEATSVILLE	AL	36109	White	11-19-2004	12-01-2004	FAILED TO RETURN		\$ 6.50	026	11
10643	PARHAM JAMES T	1208 GLENWOOD		MONTGOMERY	AL	36109	White	12-13-2004	12-16-2004	ABSENTEEISM/LATENESS	12-13-2004	\$ 7.00	81	11
10280	GUTHRIE CHRISTOPHER W	6754 BALM RD		WETUMPKA	AL	36092	White	12-13-2004						

Page: 1  
6/22/06  
10:05:01Page: 1  
6/22/06  
10:05:01Page: 1  
6/22/06  
10:05:01Page: 1  
6/22/06  
10:05:01Page: 1  
6/22/06  
10:05:01Page: 1  
6/22/06  
10:05:01Page: 1  
6/22/06  
10:05:01Page: 1  
6/22/06  
10:05:01

CW500PF BIG 10 TIRE STORES, INC.

NDC/DANIEL Event Audit

Event Audit for User:

For Changes show Before/After Date:

9660 Show Add, Changes, Deletes:  
For Event Dates 4/01/03 to 6/02/04Time & Attendance  
Rel 5.0(P)

Case: 22065sv600704WVPM Document: 1762

Case: 22065sv600704WVPM Document: 1762

Case: 22065sv600704WVPM Document: 1762

Case: 22065sv600704WVPM Document: 1762

Case: 22065sv600704WVPM Document: 1762

Case: 22065sv600704WVPM Document: 1762

Action	Col	User	TimeCard	Date	Type	Event	Auth	Code	Dept	Sft	Job#	Job	Created By	Created On	Created At	Created With
ADD	1	CNCLOCK	4/22/03	CI	4/23/03	9:51	2611	1	0026	CNCLOCK	4/22/2003	9:50:31				
ADD	1	MLYNAM	4/22/03	CO	4/22/03	18:37	2611	1	0026	MLYNAM	4/22/2003	18:37:01				
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ADD	1	CNCLOCK	5/21/03	CI	5/21/03	18:46	2611	1	0026	CNCLOCK	5/21/2003	18:45:55				



CM500FF BIG 10 TIRE STORES, INC.

MCMCDANIEL Event Audit

For Changes Show Before/After data:

9660 Show Add, Changes, Deletes: 4/01/03 to 6/02/04

Time & Attendance  
Rel 5.0(P)Page: 2  
6/22/06  
10:05:01

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H:\Bcd066226220066

Document 1762

Case 2:05-cv-00704-WKW-VPM

Action	Col	User	TimeCard	Date	Type	Event	Time	Auth	Code	Dept	Sft	Job#	Job	Class	Created By	Created On	Created At	Created With
ADD	1	CNCLOCK	5/22/03	CI	5/22/03	9:28				2611	1		0026	CNCLOCK	5/22/2003	9:28:05		
ADD	1	CNCLOCK	5/22/03	CI	5/22/03	14:09				2611	1		0026	CNCLOCK	5/22/2003	14:09:51		
ADD	1	CNCLOCK	5/26/03	CI	5/26/03	7:14				2611	1		0026	CNCLOCK	5/26/2003	7:14:22		
ADD	1	CNCLOCK	5/26/03	CI	5/26/03	18:51				2611	1		0026	CNCLOCK	5/26/2003	18:50:38		
ADD	1	CNCLOCK	5/27/03	CI	5/27/03	7:06				2611	1		0026	CNCLOCK	5/27/2003	7:05:51		
ADD	1	CNCLOCK	5/27/03	CI	5/27/03	17:18				2611	1		0026	CNCLOCK	5/27/2003	17:17:30		
ADD	1	MLYNAM	5/28/03	CI	5/28/03	7:30	M			2611	1		0026	MLYNAM	5/28/2003	18:03:08		
ADD	1	MLYNAM	5/28/03	CI	5/28/03	17:30	M			2611	1		0026	MLYNAM	5/28/2003	18:03:08		
ADD	1	CNCLOCK	5/29/03	CI	5/29/03	8:49				2611	1		0026	CNCLOCK	5/29/2003	8:48:59		
ADD	1	MDAY	5/29/03	CI	5/29/03	8:00	M			2611	1		0026	MDAY	5/29/2003	18:49:34		
ADD	1	MDAY	5/29/03	CI	5/29/03	17:00	M			2611	1		0026	MDAY	5/29/2003	18:49:34		
ADD	1	CNCLOCK	5/30/03	CI	5/30/03	9:49				2611	1		0026	CNCLOCK	5/30/2003	9:49:34		
ADD	1	CNCLOCK	5/30/03	CI	5/30/03	7:05				2611	1		0026	CNCLOCK	5/30/2003	7:05:09		
ADD	1	CNCLOCK	5/30/03	CI	5/30/03	18:27				2611	1		0026	CNCLOCK	5/30/2003	18:26:51		
ADD	1	CNCLOCK	5/31/03	CI	5/31/03	10:32				2611	1		0026	CNCLOCK	5/31/2003	10:31:34		
ADD	1	CNCLOCK	5/31/03	CI	5/31/03	7:17				2611	1		0026	CNCLOCK	5/31/2003	7:17:25		
ADD	1	CNCLOCK	6/02/03	CI	6/02/03	7:17				2611	1		0026	CNCLOCK	6/02/2003	7:17:25		
ADD	1	CNCLOCK	6/02/03	CI	6/02/03	18:39				2611	1		0026	CNCLOCK	6/02/2003	18:39:08		
ADD	1	MDAY	6/03/03	CI	6/03/03	7:00				2611	1		0026	MDAY	6/03/2003	7:00:14		
ADD	1	CNCLOCK	6/03/03	CI	6/03/03	19:12				2611	1		0026	CNCLOCK	6/03/2003	19:12:23		
ADD	1	CNCLOCK	6/04/03	CI	6/04/03	7:33				2611	1		0026	CNCLOCK	6/04/2003	7:32:58		
ADD	1	CNCLOCK	6/04/03	CI	6/04/03	18:58				2611	1		0026	CNCLOCK	6/04/2003	18:57:51		
ADD	1	CNCLOCK	6/06/03	CI	6/06/03	7:08				2611	1		0026	CNCLOCK	6/06/2003	7:07:47		
ADD	1	CNCLOCK	6/06/03	CI	6/06/03	18:25				2611	1		0026	CNCLOCK	6/06/2003	18:24:53		
ADD	1	CNCLOCK	6/07/03	CI	6/07/03	8:13				2611	1		0026	CNCLOCK	6/07/2003	8:13:14		
ADD	1	CNCLOCK	6/07/03	CI	6/07/03	17:52				2611	1		0026	CNCLOCK	6/07/2003	17:51:05		
ADD	1	CNCLOCK	6/10/03	CI	6/10/03	7:01				2611	1		0026	CNCLOCK	6/10/2003	7:00:14		
ADD	1	CNCLOCK	6/10/03	CI	6/10/03	14:46				2611	1		0026	CNCLOCK	6/10/2003	14:46:18		
ADD	1	CNCLOCK	6/11/03	CI	6/11/03	7:19				2611	1		0026	CNCLOCK	6/11/2003	7:19:06		
ADD	1	CNCLOCK	6/11/03	CI	6/11/03	18:38				2611	1		0026	CNCLOCK	6/11/2003	18:37:36		
ADD	1	CNCLOCK	6/13/03	CI	6/13/03	7:10				2611	1		0026	CNCLOCK	6/13/2003	7:16:18		
ADD	1	CNCLOCK	6/13/03	CI	6/13/03	16:44				2611	1		0026	CNCLOCK	6/13/2003	16:44:02		
ADD	1	CNCLOCK	6/14/03	CI	6/14/03	7:24				2611	1		0026	CNCLOCK	6/14/2003	7:24:13		
ADD	1	CNCLOCK	6/16/03	CI	6/16/03	18:36				2611	1		0026	CNCLOCK	6/16/2003	18:36:16		
ADD	1	CNCLOCK	6/18/03	CI	6/18/03	6:54				2611	1		0026	CNCLOCK	6/18/2003	6:54:25		
ADD	1	MLYNAM	6/18/03	CI	6/18/03	19:00				2611	0		0026	MLYNAM	6/18/2003	18:44:00		
ADD	1	CNCLOCK	6/20/03	CI	6/20/03	6:58				2611	1		0026	CNCLOCK	6/20/2003	6:57:51		
ADD	1	CNCLOCK	6/20/03	CI	6/20/03	18:30				2611	1		0026	CNCLOCK	6/20/2003	18:30:07		
ADD	1	MLYNAM	6/21/03	CI	6/21/03	9:00	M			2611	1		0026	MLYNAM	6/21/2003	17:58:45		
ADD	1	MLYNAM	6/21/03	CI	6/21/03	17:00	M			2611	1		0026	MLYNAM	6/21/2003	17:58:45		
ADD	1	CNCLOCK	6/23/03	CI	6/23/03	7:01				2611	1		0026	CNCLOCK	6/23/2003	7:00:19		
ADD	1	CNCLOCK	6/23/03	CI	6/23/03	18:01				2611	1		0026	CNCLOCK	6/23/2003	18:01:12		
ADD	1	CNCLOCK	6/24/03	CI	6/24/03	7:00				2611	1		0026	CNCLOCK	6/24/2003	7:00:12		
ADD	1	MLYNAM	6/24/03	CI	6/24/03	18:53				2611	1		0026	MLYNAM	6/24/2003	18:52:48		
ADD	1	CNCLOCK	6/25/03	CI	6/25/03	7:09				2611	1		0026	CNCLOCK	6/25/2003	7:09:28		
ADD	1	MLYNAM	6/25/03	CI	6/25/03	19:00				2611	0		0026	MLYNAM	6/25/2003	18:34:13		
ADD	1	CNCLOCK	6/26/03	CI	6/26/03	8:42				2611	1		0026	CNCLOCK	6/26/2003	9:22:29		
ADD	1	MDAY	6/26/03	CI	6/26/03	9:22	M			2611	1		0026	MDAY	6/26/2003	13:27:43		
ADD	1	MDAY	6/26/03	CI	6/26/03	13:00	M			2611	1		0026	MDAY	6/26/2003	13:27:43		
DEL	1	MDAY	6/26/03	CI	6/26/03	9:22				2611	1		0026	MDAY	6/26/2003	13:27:43		





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Time & Atte  
Rel 5.0(P)

Deletes:  
 Dates 4/01/03 to 6/02/04

BIG 10 TIRE STORES, INC.

Event Audit  
 Event Audit for User: 9660 Show Add, Changes, Deletes:  
 For Changes show Before/After data: For Event Dates 4/0

TimeCard	-----gvent-----	Auth	Job

[illegible]

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CHS007P BIG 10 TIRE STORES, INC.  
 MONDAYTEL Event Audit  
 For Changes show Before/After Data: 9660 Show Add, Changes, Deletes:  
 Rel 5.0(P)

Action	Col	User	TimeCard	Date	Type	Event	Auth	Code	Dept	Sft	Job	Class	Created By	Created On	Created At	Created With
ADD	1	MDAY	11/15/03	CO	11/15/03	17:29	M		2611	1	0026	MDAY	11/15/2003	17:14:35		
ADD	1	CNCLOCK	11/17/03	CI	11/17/03	8:19			2611	1	0026	CNCLOCK	11/17/2003	8:19:11		
ADD	1	CNCLOCK	11/17/03	CO	11/17/03	18:16			2611	1	0026	CNCLOCK	11/17/2003	18:15:11		
ADD	1	MDAY	11/18/03	CI	11/18/03	8:13	M		2611	1	0026	MDAY	11/18/2003	8:13:21		
ADD	1	MDAY	11/18/03	CO	11/18/03	18:02	M		2611	1	0026	MDAY	11/18/2003	18:02:21		
ADD	1	MDAY	11/20/03	CI	11/20/03	7:05	M		2611	1	0026	MDAY	11/20/2003	7:05:05		
ADD	1	MDAY	11/20/03	CO	11/20/03	16:10	M		2611	1	0026	MDAY	11/20/2003	16:10:05		
ADD	1	CNCLOCK	11/21/03	CI	11/21/03	8:16			2611	1	0026	CNCLOCK	11/21/2003	8:16:19		
ADD	1	MDAY	11/21/03	CO	11/21/03	18:00			2611	0	0026	MDAY	11/21/2003	18:16:14		
ADD	1	CNCLOCK	11/22/03	CI	11/22/03	13:57			2611	1	0026	CNCLOCK	11/22/2003	13:56:50		
ADD	1	CNCLOCK	11/22/03	CO	11/22/03	13:57			2611	1	0026	CNCLOCK	11/22/2003	13:56:54		
ADD	1	MDAY	11/22/03	CI	11/22/03	13:57			2611	1	0026	MDAY	11/22/2003	13:56:54		
ADD	1	MDAY	11/22/03	CO	11/22/03	13:57			2611	1	0026	MDAY	11/22/2003	13:56:54		
ADD	1	CNCLOCK	11/24/03	CI	11/24/03	8:15			2611	1	0026	CNCLOCK	11/24/2003	8:15:17		
ADD	1	CNCLOCK	11/24/03	CO	11/24/03	8:15			2611	1	0026	CNCLOCK	11/24/2003	8:15:17		
ADD	1	MDAY	11/25/03	CI	11/25/03	17:56			2611	0	0026	MDAY	11/25/2003	17:56:45		
ADD	1	MDAY	11/25/03	CO	11/25/03	17:56			2611	0	0026	MDAY	11/25/2003	17:56:45		
ADD	1	CNCLOCK	12/01/03	CI	12/01/03	18:09			2611	1	0026	CNCLOCK	12/01/2003	18:08:40		
ADD	1	CNCLOCK	12/01/03	CO	12/01/03	18:09			2611	1	0026	CNCLOCK	12/01/2003	18:08:44		
ADD	1	MDAY	12/01/03	CI	12/01/03	7:15			2611	1	0026	MDAY	12/01/2003	7:15:17		
ADD	1	CNCLOCK	12/02/03	CI	12/02/03	17:52			2611	1	0026	CNCLOCK	12/02/2003	17:52:04		
ADD	1	CNCLOCK	12/02/03	CO	12/02/03	17:52			2611	1	0026	CNCLOCK	12/02/2003	17:52:04		
ADD	1	MDAY	12/04/03	CI	12/04/03	8:39			2611	1	0026	MDAY	12/04/2003	8:38:32		
ADD	1	CNCLOCK	12/04/03	CO	12/04/03	15:21			2611	1	0026	CNCLOCK	12/04/2003	15:21:15		
ADD	1	CNCLOCK	12/05/03	CI	12/05/03	8:10			2611	1	0026	CNCLOCK	12/05/2003	8:10:28		
ADD	1	CNCLOCK	12/05/03	CO	12/05/03	13:39			2611	1	0026	CNCLOCK	12/05/2003	13:38:35		
ADD	1	CNCLOCK	12/06/03	CI	12/06/03	8:44			2611	1	0026	CNCLOCK	12/06/2003	8:43:38		
ADD	1	CNCLOCK	12/06/03	CO	12/06/03	17:01			2611	1	0026	CNCLOCK	12/06/2003	17:00:50		
ADD	1	CNCLOCK	12/08/03	CI	12/08/03	8:54			2611	1	0026	CNCLOCK	12/08/2003	8:53:58		
ADD	1	CNCLOCK	12/08/03	CO	12/08/03	17:59			2611	1	0026	CNCLOCK	12/08/2003	17:59:13		
ADD	1	CNCLOCK	12/09/03	CI	12/09/03	7:27			2611	1	0026	CNCLOCK	12/09/2003	7:27:08		
ADD	1	CNCLOCK	12/09/03	CO	12/09/03	9:51			2611	1	0026	CNCLOCK	12/09/2003	9:50:35		
ADD	1	CNCLOCK	12/12/03	CI	12/12/03	8:24			2611	1	0026	CNCLOCK	12/12/2003	8:24:08		
ADD	1	CNCLOCK	12/12/03	CO	12/12/03	17:53			2611	1	0026	CNCLOCK	12/12/2003	17:53:58		
ADD	1	CNCLOCK	12/13/03	CI	12/13/03	9:08			2611	1	0026	CNCLOCK	12/13/2003	9:08:21		
ADD	1	CNCLOCK	12/13/03	CO	12/13/03	17:49			2611	1	0026	CNCLOCK	12/13/2003	17:48:51		
ADD	1	CNCLOCK	12/15/03	CI	12/15/03	17:58			2611	1	0026	CNCLOCK	12/15/2003	17:57:48		
ADD	1	CNCLOCK	12/15/03	CO	12/15/03	17:58			2611	1	0026	CNCLOCK	12/15/2003	17:57:48		
ADD	1	MDAY	12/15/03	CI	12/15/03	8:00	M		2611	1	0026	MDAY	12/15/2003	8:00:00		
ADD	1	MDAY	12/16/03	CI	12/16/03	18:25			2611	1	0026	MDAY	12/16/2003	18:25:21		
ADD	1	CNCLOCK	12/18/03	CI	12/18/03	8:24			2611	1	0026	CNCLOCK	12/18/2003	8:23:44		
ADD	1	CNCLOCK	12/18/03	CO	12/18/03	18:12			2611	1	0026	CNCLOCK	12/18/2003	18:11:56		
ADD	1	CNCLOCK	12/19/03	CI	12/19/03	9:01			2611	1	0026	CNCLOCK	12/19/2003	9:01:29		
ADD	1	MDAY	12/19/03	MO	12/19/03	12:47			2611	0	0026	MDAY	12/19/2003	12:40:04		
ADD	1	CNCLOCK	12/19/03	MI	12/19/03	12:47			2611	1	0026	CNCLOCK	12/19/2003	12:47:29		
ADD	1	CNCLOCK	12/20/03	CO	12/20/03	18:05			2611	1	0026	CNCLOCK	12/20/2003	18:04:32		
ADD	1	CNCLOCK	12/20/03	CI	12/20/03	15:22			2611	1	0026	CNCLOCK	12/20/2003	15:21:33		
ADD	1	CNCLOCK	12/22/03	CI	12/22/03	9:21			2611	1	0026	CNCLOCK	12/22/2003	9:20:39		



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CM500PP BIG 10 TIRE STORES, INC.

MONDAMIEL Event Audit

Event Audit for User: 9660 Show Add, Changes, Deletes:

For Changes show Before/After data: For Event Dates 4/01/03 to 6/02/04

Time & Attendance  
Rel 5.0 (P)

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6/22/06  
10:05:01

Action	Col	User	TimeCard Date	Type	Event	Auth Code	Dept	Job	Job	Created By	Created On	Created At	Created With
ADD	1	MLYNAM	12/22/03	CO	12/22/03 18:12					MLYNAM	12/22/2003	18:12:28	
ADD	1	CNCLOCK	12/23/03	CI	12/23/03 18:16	2611	1	0026	CNCLOCK	12/23/2003	18:16:22		
ADD	1	CNCLOCK	12/23/03	CI	12/23/03 18:16	2611	1	0026	CNCLOCK	12/23/2003	18:16:26		
ADD	1	MLYNAM	12/23/03	CO	12/23/03 18:16	2611	1	0026	CNCLOCK	12/23/2003	18:16:26		
ADD	1	MLYNAM	12/23/03	CO	12/23/03 18:16	2611	1	0026	CNCLOCK	12/23/2003	18:16:26		
ADD	1	CNCLOCK	12/26/03	CI	12/26/03 14:52	2611	1	0026	CNCLOCK	12/26/2003	14:52:56		
ADD	1	CNCLOCK	12/26/03	CI	12/26/03 14:52	2611	1	0026	CNCLOCK	12/26/2003	14:52:56		
ADD	1	MLYNAM	12/26/03	CO	12/26/03 14:52	2611	1	0026	CNCLOCK	12/26/2003	14:52:56		
ADD	1	MLYNAM	12/26/03	CO	12/26/03 14:52	2611	1	0026	CNCLOCK	12/26/2003	14:52:56		
ADD	1	CNCLOCK	12/27/03	CI	12/27/03 8:20	2611	1	0026	CNCLOCK	12/27/2003	8:20:16		
ADD	1	CNCLOCK	12/27/03	CI	12/27/03 8:20	2611	1	0026	CNCLOCK	12/27/2003	8:20:16		
ADD	1	CNCLOCK	12/27/03	CI	12/27/03 8:20	2611	1	0026	CNCLOCK	12/27/2003	8:20:16		
ADD	1	CNCLOCK	12/29/03	CI	12/29/03 8:20	2611	1	0026	CNCLOCK	12/29/2003	8:20:27		
ADD	1	CNCLOCK	12/29/03	CI	12/29/03 8:20	2611	1	0026	CNCLOCK	12/29/2003	8:20:27		
ADD	1	CNCLOCK	12/30/03	CI	12/30/03 7:32	2611	1	0026	CNCLOCK	12/30/2003	7:32:03		
ADD	1	CNCLOCK	12/30/03	CI	12/30/03 7:32	2611	1	0026	CNCLOCK	12/30/2003	7:32:03		
ADD	1	CNCLOCK	1/02/04	CI	1/02/04 15:42	2611	1	0026	CNCLOCK	1/02/2004	15:41:49		
ADD	1	CNCLOCK	1/02/04	CI	1/02/04 15:42	2611	1	0026	CNCLOCK	1/02/2004	15:41:49		
ADD	1	CNCLOCK	1/02/04	CI	1/02/04 15:42	2611	1	0026	CNCLOCK	1/02/2004	15:41:49		
ADD	1	CNCLOCK	1/03/04	CI	1/03/04 8:46	2611	1	0026	CNCLOCK	1/03/2004	8:45:45		
ADD	1	CNCLOCK	1/03/04	CI	1/03/04 8:46	2611	1	0026	CNCLOCK	1/03/2004	8:45:45		
ADD	1	MLYNAM	1/03/04	CO	1/03/04 17:30	2611	1	0026	CNCLOCK	1/03/2004	17:30:26		
ADD	1	CNCLOCK	1/05/04	CI	1/05/04 8:41	2611	1	0026	CNCLOCK	1/05/2004	8:40:44		
ADD	1	CNCLOCK	1/05/04	CI	1/05/04 8:41	2611	1	0026	CNCLOCK	1/05/2004	8:40:44		
ADD	1	MDAY	1/05/04	CO	1/05/04 17:58	2611	1	0026	CNCLOCK	1/05/2004	17:58:18		
ADD	1	CNCLOCK	1/05/04	CI	1/05/04 17:58	2611	1	0026	CNCLOCK	1/05/2004	17:58:18		
ADD	1	CNCLOCK	1/06/04	CI	1/06/04 18:22	2611	1	0026	CNCLOCK	1/06/2004	18:22:13		
ADD	1	CNCLOCK	1/06/04	CI	1/06/04 18:22	2611	1	0026	CNCLOCK	1/06/2004	18:22:13		
ADD	1	CNCLOCK	1/06/04	CI	1/06/04 18:22	2611	1	0026	CNCLOCK	1/06/2004	18:22:13		
ADD	1	CNCLOCK	1/08/04	CI	1/08/04 8:04	2611	1	0026	CNCLOCK	1/08/2004	8:04:17		
ADD	1	MDAY	1/08/04	CO	1/08/04 18:07	2611	1	0026	CNCLOCK	1/08/2004	18:07:15		
ADD	1	CNCLOCK	1/09/04	CI	1/09/04 8:42	2611	1	0026	CNCLOCK	1/09/2004	8:42:11		
ADD	1	CNCLOCK	1/09/04	CI	1/09/04 8:42	2611	1	0026	CNCLOCK	1/09/2004	8:42:11		
ADD	1	CNCLOCK	1/10/04	CI	1/10/04 8:06	2611	1	0026	CNCLOCK	1/10/2004	8:05:53		
ADD	1	CNCLOCK	1/10/04	CI	1/10/04 8:06	2611	1	0026	CNCLOCK	1/10/2004	8:05:53		
ADD	1	CNCLOCK	1/12/04	CI	1/12/04 14:52	2611	1	0026	CNCLOCK	1/12/2004	14:51:38		
ADD	1	MDAY	1/12/04	CO	1/12/04 18:09	2611	1	0026	CNCLOCK	1/12/2004	18:09:09		
ADD	1	CNCLOCK	1/13/04	CI	1/13/04 8:28	2611	1	0026	CNCLOCK	1/13/2004	8:28:25		
ADD	1	CNCLOCK	1/13/04	CI	1/13/04 8:28	2611	1	0026	CNCLOCK	1/13/2004	8:28:25		
ADD	1	CNCLOCK	1/16/04	CI	1/16/04 8:10	2611	1	0026	CNCLOCK	1/16/2004	8:14:38		
ADD	1	CNCLOCK	1/16/04	CI	1/16/04 8:10	2611	1	0026	CNCLOCK	1/16/2004	8:14:38		
ADD	1	CNCLOCK	1/17/04	CI	1/17/04 8:10	2611	1	0026	CNCLOCK	1/17/2004	8:09:39		
ADD	1	CNCLOCK	1/17/04	CI	1/17/04 8:10	2611	1	0026	CNCLOCK	1/17/2004	8:09:39		
ADD	1	CNCLOCK	1/19/04	CI	1/19/04 8:34	2611	1	0026	CNCLOCK	1/19/2004	8:33:36		
ADD	1	CNCLOCK	1/19/04	CI	1/19/04 8:34	2611	1	0026	CNCLOCK	1/19/2004	8:33:36		
ADD	1	CNCLOCK	1/20/04	CI	1/20/04 9:08	2611	1	0026	CNCLOCK	1/20/2004	8:59:45		
ADD	1	CNCLOCK	1/20/04	CI	1/20/04 9:08	2611	1	0026	CNCLOCK	1/20/2004	8:59:45		
ADD	1	CNCLOCK	1/22/04	CI	1/22/04 8:57	2611	1	0026	CNCLOCK	1/22/2004	8:57:07		
ADD	1	CNCLOCK	1/22/04	CI	1/22/04 8:57	2611	1	0026	CNCLOCK	1/22/2004	8:57:07		
ADD	1	CNCLOCK	1/23/04	CI	1/23/04 8:27	2611	1	0026	CNCLOCK	1/23/2004	8:27:29		
ADD	1	CNCLOCK	1/23/04	CI	1/23/04 8:27	2611	1	0026	CNCLOCK	1/23/2004	8:27:29		
ADD	1	CNCLOCK	1/24/04	CI	1/24/04 9:21	2611	1	0026	CNCLOCK	1/24/2004	9:21:29		
ADD	1	MLYNAM	1/24/04	CO	1/24/04 18:00	2611	1	0026	CNCLOCK	1/24/2004	17:56:53		
ADD	1	CNCLOCK	1/26/04	CI	1/26/04 17:49	2611	1	0026	CNCLOCK	1/26/2004	17:48:56		
ADD	1	CNCLOCK	1/26/04	CI	1/26/04 17:49	2611	1	0026	CNCLOCK	1/26/2004	17:48:56		
ADD	1	MDAY	1/26/04	CO	1/26/04 17:49	2611	1	0026	CNCLOCK	1/26/2004	17:49:03		
ADD	1	CNCLOCK	1/26/04	CI	1/26/04 17:49	2611	1	0026	CNCLOCK	1/26/2004	17:49:03		



Page: 8  
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10:05:01Page: 8  
6/22/06  
10:05:01Page: 8  
6/22/06  
10:05:01Time & Attendance  
Rel 5.0(P)

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CWS009P BIG 10 TIRE STORES, INC.

MONDANIEL Event Audit

Event Audit for User: 9660 Show Add, Changes, Deletes:

For Changes show Before/After data: For Event Dates 4/01/03 to 6/02/04

Action	Col	User	TimeCard	Type	Date	Time	Auth	Code	Dept	Sft	Job#	Job	Class	Created By	Created On	Created At	Created With
CHG A	1	MDAY	1/26/04	CI	1/26/04	8:15			2611	1		0026	CNCLCK		1/26/2004	17:49:03	
ADD	1	CNCLCK	1/27/04	CI	1/27/04	7:25			2611	1		0026	CNCLCK		1/27/2004	7:25:07	
CHG B	1	MDAY	1/27/04	CI	1/27/04	7:25			2611	1		0026	CNCLCK		1/27/2004	7:25:07	
CHG A	1	MDAY	1/27/04	CI	1/27/04	7:10			2611	0		0026	CNCLCK		1/27/2004	18:06:03	
ADD	1	MDAY	1/27/04	CO	1/27/04	18:10			2611	0		0026	CNCLCK		1/30/2004	7:52:15	
ADD	1	CNCLCK	1/30/04	CO	1/30/04	17:57			2611	1		0026	CNCLCK		1/30/2004	17:56:39	
ADD	1	CNCLCK	1/30/04	CO	1/30/04	17:57			2611	1		0026	CNCLCK		1/31/2004	8:11:34	
ADD	1	CNCLCK	1/31/04	CI	1/31/04	8:12			2611	1		0026	CNCLCK		1/31/2004	17:24:36	
ADD	1	CNCLCK	1/31/04	CI	1/31/04	17:25			2611	1		0026	CNCLCK		2/02/2004	8:01:49	
ADD	1	CNCLCK	2/02/04	CI	2/02/04	8:02			2611	1		0026	CNCLCK		2/02/2004	18:07:13	
ADD	1	CNCLCK	2/02/04	CO	2/02/04	18:08			2611	1		0026	CNCLCK		2/03/2004	8:39:01	
ADD	1	CNCLCK	2/03/04	CI	2/03/04	8:39			2611	1		0026	CNCLCK		2/04/2004	9:07:31	
ADD	1	MDAY	2/03/04	CO	2/03/04	18:00			2611	0		0026	CNCLCK		2/05/2004	9:15:14	
ADD	1	CNCLCK	2/05/04	CI	2/05/04	18:25			2611	1		0026	CNCLCK		2/05/2004	18:25:18	
ADD	1	CNCLCK	2/05/04	CI	2/05/04	18:25			2611	1		0026	CNCLCK		2/06/2004	6:59:53	
ADD	1	CNCLCK	2/06/04	CI	2/06/04	18:05			2611	1		0026	CNCLCK		2/06/2004	18:04:42	
ADD	1	CNCLCK	2/07/04	CO	2/07/04	17:56			2611	1		0026	CNCLCK		2/07/2004	5:57:15	
ADD	1	CNCLCK	2/07/04	CO	2/07/04	17:56			2611	1		0026	CNCLCK		2/07/2004	17:55:35	
ADD	1	CNCLCK	2/09/04	CO	2/09/04	8:16			2611	1		0026	CNCLCK		2/09/2004	8:16:02	
ADD	1	CNCLCK	2/09/04	CO	2/09/04	18:29			2611	1		0026	CNCLCK		2/09/2004	18:28:41	
ADD	1	CNCLCK	2/10/04	CO	2/10/04	8:17			2611	1		0026	CNCLCK		2/10/2004	8:16:56	
ADD	1	MDAY	2/10/04	CO	2/10/04	18:13			2611	0		0026	CNCLCK		2/10/2004	18:38:55	
ADD	1	CNCLCK	2/12/04	CI	2/12/04	8:16			2611	1		0026	CNCLCK		2/12/2004	8:06:05	
ADD	1	MDAY	2/12/04	CI	2/12/04	8:06			2611	1		0026	CNCLCK		2/12/2004	8:06:05	
CHG B	1	MDAY	2/12/04	CI	2/12/04	7:30			2611	1		0026	CNCLCK		2/12/2004	18:06:14	
CHG A	1	CNCLCK	2/12/04	CI	2/12/04	18:06			2611	1		0026	CNCLCK		2/13/2004	8:15:26	
ADD	1	CNCLCK	2/13/04	CI	2/13/04	8:15			2611	1		0026	CNCLCK		2/13/2004	18:42:32	
ADD	1	CNCLCK	2/13/04	CI	2/13/04	18:43			2611	1		0026	CNCLCK		2/14/2004	8:30:29	
ADD	1	CNCLCK	2/14/04	CI	2/14/04	8:31			2611	1		0026	CNCLCK		2/14/2004	17:35:29	
ADD	1	CNCLCK	2/16/04	CO	2/16/04	17:04			2611	1		0026	CNCLCK		2/16/2004	18:12:31	
ADD	1	CNCLCK	2/16/04	CI	2/16/04	8:25			2611	1		0026	CNCLCK		2/16/2004	18:12:31	
ADD	1	CNCLCK	2/17/04	CI	2/17/04	18:13			2611	1		0026	CNCLCK		2/17/2004	18:17:00	
ADD	1	CNCLCK	2/17/04	CI	2/17/04	8:17			2611	1		0026	CNCLCK		2/17/2004	18:56:29	
ADD	1	MDAY	2/17/04	CO	2/17/04	18:00			2611	0		0026	CNCLCK		2/19/2004	7:47:50	
ADD	1	CNCLCK	2/19/04	CI	2/19/04	7:48			2611	1		0026	CNCLCK		2/19/2004	18:09:46	
ADD	1	CNCLCK	2/19/04	CO	2/19/04	18:10			2611	1		0026	CNCLCK		2/20/2004	12:02:35	
ADD	1	CNCLCK	2/20/04	CI	2/20/04	12:03			2611	1		0026	CNCLCK		2/20/2004	12:02:38	
ADD	1	CNCLCK	2/20/04	HO	2/20/04	12:03			2611	1		0026	CNCLCK		2/20/2004	12:02:38	
ADD	1	MDAY	2/20/04	CI	2/20/04	12:03			2611	1		0026	CNCLCK		2/20/2004	13:49:16	
CHG B	1	MDAY	2/20/04	CI	2/20/04	8:45			2611	1		0026	CNCLCK		2/20/2004	18:08:17	
CHG A	1	CNCLCK	2/20/04	CI	2/20/04	13:49			2611	1		0026	CNCLCK		2/21/2004	7:28:38	
ADD	1	CNCLCK	2/21/04	CI	2/21/04	13:49			2611	1		0026	CNCLCK		2/21/2004	17:45:36	
ADD	1	CNCLCK	2/21/04	CI	2/21/04	17:46			2611	1		0026	CNCLCK		2/23/2004	9:26:43	
ADD	1	CNCLCK	2/23/04	CI	2/23/04	9:27			2611	1		0026	CNCLCK		2/23/2004	18:43:16	
ADD	1	CNCLCK	2/23/04	CO	2/23/04	18:43			2611	1		0026	CNCLCK		2/24/2004	17:41:16	
ADD	1	CNCLCK	2/24/04	CI	2/24/04	17:42			2611	1		0026	CNCLCK		2/24/2004	17:41:16	
ADD	1	CNCLCK	2/24/04	CO	2/24/04	17:44			2611	1		0026	CNCLCK		3/01/2004	7:32:09	
ADD	1	CNCLCK	3/01/04	CI	3/01/04	7:32			2611	1		0026	CNCLCK		3/01/2004	18:20:10	
ADD	1	CNCLCK	3/01/04	CO	3/01/04	18:20			2611	1		0026	CNCLCK		3/01/2004	18:20:10	
ADD	1	CNCLCK	3/02/04	CI	3/02/04	7:23			2611	1		0026	CNCLCK		3/02/2004	7:23:28	



FROM : BIG 10 TIRES MONTGOMERY, AL

FAX NO. : 334 271 1838

Jun. 17 2003 08:25AM P2/2

**EMPLOYEE WARNING REPORT**Employee's Name Xavier JohnsonDate of Warning 6-17-03

Dept. \_\_\_\_\_

Shift \_\_\_\_\_

Clock or Payroll No. 9660

Type of Violation

- ☐ Attendance    ☐ Carelessness    ☐ Disobedience  
☐ Safety    ☒ Tardiness    ☐ Work Quality  
☐ Other \_\_\_\_\_

W  
A  
R  
N  
I  
N  
GViolation: Date 6-17-03

Violation: Time \_\_\_\_\_

Place Violation Occurred \_\_\_\_\_

**Company Statement**

Employee has Been Late  
Several Times, verbally  
asked to Behave on time.

**Employee Statement**

Check Proper Box

- ☐ I concur with the Company's statement.  
☐ I disagree with the Company's statement for the following reasons:

I have entered my statement of the above matter.

Employee's Signature \_\_\_\_\_ Date \_\_\_\_\_

**Warning Decision**

2 more Late Days. Employment will Be Terminated.

Approved By

William D. L.Mgr6-17-03**List All Previous Warnings Below  
When Warned And By Whom**

Previous Warnings:	1st Warning
Date _____	
Verbal _____	
Written _____	
Previous Warnings:	2nd Warning
Date _____	
Verbal _____	
Written _____	
Previous Warnings:	3rd Warning
Date _____	
Verbal _____	
Written _____	

I have read this "warning decision" and understand it.

Employee's Signature \_\_\_\_\_

Signature of person who prepared warning \_\_\_\_\_

Title \_\_\_\_\_

Supervisor's Signature \_\_\_\_\_

**Copy Distribution**

- ☐ Employee  
☐ Personnel Dept.

☐ Supervisor☐ Foreman☐ Union Rep.

BIG 10 TIRE STORES, INC.

**PERSONNEL STATUS CHANGE**

STORE # 26

EMPLOYEE Xavier Johnson EMPLOYEE # 9660

EFFECTIVE DATE OF CHANGE 6-5-03

CHANGE FROM 6.50 hr

CHANGE TO 7.00 hr

REASON FOR CHANGE Is an excellent employee.

works hard + learns quick

5-26-02  
DATE

5/26/02  
DATE

DATE

Bill E  
AUTHORIZED SIGNATURE MANAGER

CRG  
APPROVED BY

OK  
HOME OFFICE APPROVAL

OK  
5-29-03



## EMPLOYEE WARNING REPORT

Employee's Name Xavier Johnson Date of Warning 11-28-03 Dept. \_\_\_\_\_ Shift \_\_\_\_\_  
 Clock or Payroll No. 9660

Type of Violation

☐ Attendance ☐ Carelessness ☐ Disobedience  
☐ Safety ☐ Tardiness ☐ Work Quality  
☒ Other Violation of Company Sexual Harassment Policy

W  
A  
R  
N  
I  
N  
G

Violation: Date 11-26-03  
 Violation: Time 1600  
 Place Violation Occurred Shop

## Company Statement

Xavier left note in female customer's car, saying "I think your cute". Xavier's behavior is in direct violation of our policy on sexual harassment.

## Employee Statement

Check Proper Box

☒ I concur with the Company's statement.  
☐ I disagree with the Company's statement for the following reasons:

I have entered my statement of the above matter.

Employee's Signature Xavier Johnson Date 12-1-03

## Warning Decision

Xavier will be suspended without pay for 3 days. He is to return to work on Mon 12-1-03. Review Policy on harassment as refraining, any further misconduct will result in immediate termination.

Approved By

C. Fugate

Name

Mgr

Title

11-28-03

Date

List All Previous Warnings Below  
When Warned And By Whom

Previous Warning: \_\_\_\_\_ 1st Warning  
 Date \_\_\_\_\_  
 Verbal \_\_\_\_\_  
 Written \_\_\_\_\_  
 Previous Warning: \_\_\_\_\_ 2nd Warning  
 Date \_\_\_\_\_  
 Verbal \_\_\_\_\_  
 Written \_\_\_\_\_  
 Previous Warning: \_\_\_\_\_ 3rd Warning  
 Date \_\_\_\_\_  
 Verbal \_\_\_\_\_  
 Written \_\_\_\_\_

I have read this "warning decision" and understand it.

Xavier Johnson

Employee's Signature

C. Fugate

Signature of person who prepared warning

MKT Mgr

Title

11-28-03

Date

Supervisor's Signature

Date

## Copy Distribution

☒ Employee  
☒ Personnel Dept

☐ Supervisor

☐ Foreman  
☐ Union Rep